GUIDANCE: USE OF STANDARD ENGAGEMENT AGREEMENTS

I. Background:
Standard Speaker’s Engagement Agreements (SEAs) were developed as a vehicle for University departments to establish consulting, entertainment and honoraria type “service agreements” with independent contractors. These agreements would also include the necessary terms and conditions associated with the specific service delivery.
In addition to the SEAs with independent contractors, the Department of Human Resources, to ensure compliance with the Internal Revenue Service’s policies and procedures, requires that all independent contractors fill out an Independent Personal Services Certification Form (IPSC) (previously called Certified Work Statement). The Office of Finance requires individuals not currently employed by the University or the Commonwealth of Virginia to complete the Industry Practice (IP) Checklist (new form). If the individual does not fit into any of the categories on the checklist, they then must complete the Worker Classification Review Questionnaire. These forms are required to determine whether or not a potential contractor should be treated and paid as a University employee, or as a true independent contractor.

II. Determination:
In February of 2003, Old Dominion University committed to use the Commonwealth of Virginia’s web-based marketplace “eVA” as its sole procurement tool for all procurement transactions. Therefore, the use of SEAs for all procurement transactions that exceed $500.00 will be discontinued effective July 1, 2006.

III. Definitions:
A. Budget Unit is a University agency, college, department, office or school to which a budget unit number has been assigned by the University’s Budget Office.
B. eVA is the Commonwealth of Virginia’s web-enabled electronic procurement system.
C. Independent Contractor shall mean engagement and/or hiring of an individual to provide required services.
D. Independent Personal Services Certification Form is the form that requires completion by the Owner Agency, to include signature from the independent contractor.
E. Industry Practice Checklist is the form that requires completion by the Owner Agency.
F. **Owner Agency** is those University budget units requesting and having responsibility for the services to be provided.

G. **Services** shall mean performance of any non-professional or professional services required by the Owner Agency.

H. **Terms and Conditions** are those specific to the successful delivery and/or performance of the requested services.

I. **Worker Classification Review Questionnaire** is the form that requires completion by the Owner Agency (when applicable).

IV. **Specific Requirements:**

A. **Transaction Processing:**
   Any and all procurement transactions for services as defined herein, and/or use of an Independent Contractor that exceed $500.00 shall be processed through eVA, except as otherwise stated herein.

B. **Department Responsibilities:**
   1. **eVA Users:**
      i. All University eVA users shall process all procurement transactions for services as defined herein, and/or use of an Independent Contractor in eVA, and shall be responsible, as necessary or required, for the following:
         a) Completed Independent Personal Services Certification Form;
         b) Completed Industry Practice Checklist;
         c) Completed Worker Classification Review Questionnaire;
         d) Contractor completion of the Substitute W-9 Form requesting Taxpayer Identification;
         e) Changing the eVA requisition “purchase order category code” to the appropriate exempt 02 category; and
         f) Completing the eVA requisition to include all of the necessary “contract” information, to include, but not be limited to the following:
            1) date of the agreement;
            2) place, date and time of presentation;
            3) description of presentation;
            4) description of allowed expenses, as follows:
               i. accommodations;
               ii. transportation; and
               iii. per diem (as applicable)
            5) compensation; and
            6) manner and time of payment

   Notes:
   1) The SEAs will no longer be used;
   2) The contract terms and conditions shall be incorporated in the eVA purchase order;
   3) The eVA purchase order will serve as the legally binding and official contract document; and
   4) Procurement Services will review and approve each request accordingly in eVA.
2. Non-eVA Users:
   i. $0 to $500:
      All University Budget Units that are not currently using eVA, may process procurement transactions for services as defined herein, and/or use of an Independent Contractor that do not exceed $500 by submitting a PA01 Form to the Department of Finance/Accounts Payable, to include, as necessary or required, the following:
      a) Completed Independent Personal Services Certification Form;
      b) Completed Industry Practice Checklist;
      c) Completed Worker Classification Review Questionnaire; and
      d) Contractor completion of the Substitute W-9 Form requesting Taxpayer Identification; and
      a) Contract/Proposal agreement to include all of the necessary “contract” information as follows:
         1) date of the agreement;
         2) place, date and time of presentation;
         3) description of presentation;
         4) description of allowed expenses, as follows:
            i. accommodations;
            ii. transportation; and
            iii. per diem (as applicable)
         5) compensation; and
         6) manner and time of payment

   Notes:
   1) Executed SEAs are not required, but may be used as an attachment to the PA01 Form to specify terms and conditions;
   2) If the contractor requires an executed SEAs, the agreement can be executed by the person having signature authority for the associated budget unit;
   3) Procurement Services will no longer review and execute SEAs having a contract value of $0 - $500, unless otherwise requested.

   ii. Greater than $500:
      All University Budget Units not currently using eVA, shall prepare and submit to the Department of Procurement Services for processing, a completed University requisition for services as defined herein, and/or use of an Independent Contractor that exceed $500, and shall be responsible as necessary or required, for the following:
      a) Completed Independent Personal Services Certification Form;
      b) Completed Industry Practice Checklist;
      c) Completed Worker Classification Review Questionnaire;
      d) Contractor completion of the Substitute W-9 Form requesting Taxpayer Identification;
      e) Detailed contract information, to include at a minimum:
         1) date of the agreement;
         2) date, place, and time of presentation;
         3) description of presentation;
4) description of allowed expenses, as follows:
   i. accommodations;
   ii. travel and transportation; and
   iii. per diem expenses (as applicable)
5) compensation; and
6) manner and time of payment;

Notes:
1. The SEAs will no longer be used;
2. The contract terms and conditions shall be incorporated in the eVA purchase order;
3. The eVA purchase order will serve as the contract legally binding and official contract document;
4. Procurement Services will enter the requests in eVA, issue the purchase orders accordingly, and ensure copies are provided to the vendors and requesting owner agency.